

No FEAR Act Training Plan

On July 20, 2006, the Office of Personnel Management (OPM) published its final rule implementing the training requirements of the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act). The final rule requires federal agencies to train all employees on their rights and remedies under the federal antidiscrimination, retaliation, and whistleblower protection laws. The final rule states that agencies must:

- ▶ Train all current employees by December 17, 2006
- ▶ Train all new employees within 90 days of hire
- ▶ Provide refresher training to all employees every two years

With these requirements in mind, the Federal Housing Finance Board has contracted with Brightline Compliance to provide instruction to employees through their interactive online “No FEAR Act” training course. Brightline’s No FEAR Act course provides instruction on all topics required by the No FEAR Act and the OPM final rule. Supervisors will be provided additional instruction on their special responsibilities. Brightline’s on-line training is designed to provide users the opportunity to interact with a series of audio-visual scenarios. In addition, users are also allowed to ask questions and have their questions answered on-line. This on-line training is accessible to employees with disabilities as required by Section 508 of the Rehabilitation Act.

In FY2007, we will provide access to the online course beginning in November 2006 with the expectation that all employees will have the opportunity to complete their initial No FEAR Act training prior to December 17, 2006. For employees hired during the remainder of FY2007 and beyond, we will offer training during their orientation program or shortly thereafter, not to exceed 90 days from their starting dates.

Commencing in FY2009 and at least every two years thereafter, as required under the No FEAR Act, employees will be provided a refresher course that reminds them of the major principles from the previous training and addresses new and developing areas of concern. While we expect to use Brightline to provide this refresher training, we will re-evaluate our training plan in FY2009 to determine whether other training opportunities are better suited to our needs.

We will be able to track employees’ success in completing the initial training through their accessing and use of Brightline’s on-line training module, which automatically creates a record of who has completed the course.